



# Building Self Confidence: Feeling Good About Yourself

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- **"To thine own self be true, and it must follow, as the night the day, thou canst not then be false to any man."**

**- *William Shakespeare***

- **How full is your cup?**
  - **What can we control?**



# Toxic Thinking

- **Not feeling good about ourselves is a common problem**
- **What is Self Confidence?**
  - A set of judgments about one's value, worthiness, and competence in various domains
  - **Females: lower self confidence**
    - Greatest gap in the late teens
  - **Effects of Low self-confidence**
    - Reduced work performance
    - Feelings of anxiety and unease
    - Unfulfilling social relationships
    - Can lead to underachievement and the “unlived” life



# Learned Helplessness

- **A kind of poor self-confidence**
- **You operate as if nothing you can do will affect what happens to you**
  - You give up, stop trying
  - A cognitive scheme
- **Seligman's Research**
  - Acquiring Learned Helplessness

- **POW's in Korean War**
  - **North Korean captors' "Ultimate Weapon of War" or denying emotional support from interpersonal relationships**
    - **Informing, self-criticism, breaking loyalty to country, withholding positive emotional support**
    - **Despite minimal torture, POW death rate rose to 38%, the highest in US history**
    - **"give up-itis" a disease of extreme hopelessness**

# The Helpless or Pessimistic Style

- **Permanence:** Whether bad or good events will be temporary or permanent
- **Pervasiveness:** Whether bad or good events will be either specific or universal
- **Personalization:** Whether bad or good events are due to internal or external causes
- **Low Self Confidence Person:**
  - **Permanent:** “I’m all washed up”
  - **Pervasiveness:** “No one will like what I have to say.”
  - **Personalization:** “Its my fault.”

# Poor Self Confidence

- **Common self-talk that undermines our confidence**
  - “It would be terrible to be rejected, abandoned, or alone”
  - “I must always please people and live up to others’ expectations”
  - “If I worry or feel bad about a situation, it will somehow make things better”
  - “I’m basically defective and inferior to other people”
  - **Performance Perfectionism: To be a worthwhile person, I must be a great success at everything I do.”**

# Moving to Learned Optimism

- **“So much has been given to me, I have no time to ponder that which has been denied.”**

– Helen Keller, deaf/blind teacher

# Ways to Untwist Your Thinking

- **Examine the Evidence**
  - What is the evidence for this poor view of myself? What are the facts?
- **The Cost/Benefit Analysis**
  - What are the advantages and disadvantages of viewing myself poorly?
- **The Double Standard**
  - Talk to yourself in a compassionate way
  - Would you say such harsh things to a friend or loved one?
- **The Experimental Method**
  - What if I test this negative view out to see if its true?

# You Can't Please Everyone

- **The first step in freeing yourself from social restrictions is the realization that there is no such thing as a "safe" code of conduct - one that would earn everyone's approval. Your actions can always be condemned by someone - for being too bold or too apathetic, for being too conformist or too nonconformist, for being too liberal or too conservative. So it's necessary to decide whose approval is important to you.**

***- Harry Browne***

# Management: Instilling Confidence in Others

- **"Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish."**

*- Sam Walton*

- **Importance of telling others they did a good job**
- **Inspire people for success**



- **Motivating People**
  - **Punishment vs. Praise**
    - **Study of 10,000 businesses in 30 industries, people who receive recognition and praise:**
      - Increase individual productivity
      - More likely to stay w/company
      - Receive higher satisfaction scores from company
      - Have better safety records and fewer accidents on the job
  - **The Compliment - Complaint Rule**

# Taking Steps

- **“Fake it till ya make it”**
- **Write a Personal Mission Statement**
- **Think of someone who respects you**
  - What would this person say about you?
- **Resource Installation**



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